

Edison School of the Arts
<u>SCHOOL SUPPORT BONUS</u>
Spring 2022- Spring 2023

Rationale:

In order to support staff supporting our students each and every day, Edison would like to offer a School Support Bonus. This is in the spirit of IPS's incentive that Edison was alerted to.

Though national and local trends indicate that school staffing rates have remained relatively constant from the 2019 - 2020 school year, we know the last two years have been incredibly difficult. The school support bonus serves as a proactive investment in maintaining and improving staffing. This investment supports staff as they continue serving students and we navigate the challenges of the years ahead.

This incentive is to show our appreciation for your dedication and hard work serving our scholars. Please note the School Support Bonus is funded by limited government funds and will be paid out over the listed dates but is not expected to be a permanent budgeted item.

Criteria:

§ Spring 2022 payout -No more than two days missed between 4/11/22 - last student day 5/27/22 \$1500 payout 9/4/2022 payroll date.

§ Fall 2022 payout- No more than five days missed between 7/18/22 first day report new staff and 7/25/22 first day report returning staff through 12/21/22 \$1000 payout 2/9/23 payroll.

§ Spring 2023 payout- No more than 5 days missed between 1/3/2023 to 5/26/2023 \$1500 payout first pay in 9/2023.

The staff person must be employed with Edison at the time of the pay date mentioned. Bonuses will not be prorated.

Defined Absence:

Absences are anytime that you miss work/school and do not go over your allotted vacation days.

*exceptions will be handled on a case by case basis for any employee who is on protected leave, FMLA or otherwise, including pregnancy, disability, WC injury, etc anything that are not protected under FMLA, Bereavement Leave as defined in the staff handbook, Jury Duty and any other leaves that are federally and state protected in the staff handbook.

To earn the bonus, 12 month employees are expected to not exceed their allotted vacation days to receive the bonus.